

Article 3: Union Officials

Q: 3.6 Departure from Work Assignment by Stewards to Investigate Complaints or Claims of Grievance: What is the Union Charge line to use for union business that lasts over 30 minutes?

A: Stewards should clock to the "MISC" code.

Q: 3.1 Union to Furnish List of Stewards: Explain Define what "or fraction thereof" within article 3.1

A: The Union may also designate a steward for each such separate unit for each shift provided that such unit consists of a minimum of four (4) employees, is not adjacent to the shop's main location and is not established on temporary short-term basis.

Q: Can the Steward pick the person to cover for them in a case where they are part of an investigation?

A: No, the steward should contact the local In-plant Rep and they will assign the Steward.

Q: What should happen if an employee goes to a different union steward?

A: An employee should be comfortable with their representing steward (steward certified for that area) if they are not then they should contact the local In-plant Rep who will assign a steward.

Article 5: Job Classification and Wages

Q. 5.3 Jobs Committee: Who are the job committee members? Will shop employees be considered for the committees?

A. Yes, union members will be selected to participate as appropriate to their area.

Article 6: Hours of Labor

Q: How does the shift designation (shift preference?) pertain to someone who is on 4x10s?

A: Normal shift preference guidelines will apply.

Q: 6: If someone on 1st shift comes in at 3:30 am and decides to leave after eight hours, can their overtime pay be eliminated for that day?

A: No, start times are between 5 am and 8:30 am. (pg 35) If an employee starts earlier than 5 am, they must be paid overtime. Employees cannot "flex" prior to start time, this is not an option. Same rule applies to the weekend start times (See pgs 46-47).

Q: 6.1 Can employees work through lunch and take off 30 minutes early at the end of the day?

A: No, it is contractual that employees must take a 30 minute lunch, even on weekends.

Q. When the contract refers to shift start times, it does not seem to be consistent 2 hours before and after regular start times. Is this a change?

A. The acceptable start times are not staggered 2 hours before and after, there is a set window stated in Section 6.1. This language has not changed from the old contract.

Q: 6.1 Can employees stagger lunch times?

A: Yes, through management coordination; however, they cannot stagger lunch to the end of the day.

Q: 6.1 Can employees leave work for a personal appointment then return to work and make up the time into the next shift?

A: No, there is no make-up time and should be covered by sick or vacation time.

Q: 6.1 What is the weekend schedule for start times?

A: No change; shift start times are located on pg. 46-47 of the contract book.

Q: 6.6 Explain who gets shift preference first if the two people that are up for it have the same seniority date?

A: Higher last 4 digits of SSN gets the shift preference.

Q: 6.6 Is shift preference by seniority in a job code across the Wichita plant?

A: No, it is by Seniority by PLM. Organization is defined as PLM.

Q: 6.6 How do employees know where they are on the shift preference list?

A: The manager, union and/or union stewards can provide the employee with this information.

Q: 6.6 How long does it take for the shift preference to get changed in the system once the employee changes to their preferred shift?

A: It should take one or two days depending on the timing as to when the HR Service Center has been advised through e-mail.

Q: 6.6 If an employee moves from a MO1 to an M13 does their shift preference stay intact?

A: No, the Employee needs to update their Shift Preference every time there is a move.

Q: 6.9: Call back pay: Is call back pay straight time or overtime?

A: Overtime

Article 8: Leaves of Absence, Bereavement, Jury/Witness Duty

Q: 8: If an employee is on leave of absence and an opening comes up with their preferred shift, should the person who is on leave be considered for the opening?

A: If they have a due back date, they can fill the opening, if not, they will be bypassed. This due back date is an actual date, and not an estimated time to return to work. Some of these instances will have specific issues and the Union and Labor Relations will need to be contacted.

Discuss with union (Typically, the return date needs to be within 30 days.)

Q: 8.3 Will employees who are deployed on military leave still collect seniority?

A: Company service will continue to accrue while on a military leave of absence for up to five years or longer if required by applicable laws.

Q: 8.3 Will employees who are deployed on military leave be eligible to receive a bonus?

A: Yes, Company incentive payments are calculated on the pay differential employees receive on military leave.

Q. 8.3: If an employee in Military goes on Military Leave of Absence, do they have to use vacation?

A: No

Article 9: Seniority

Q: 9.8: How long can 2nd or 3rd shift New Hire stay on 1st shift?

A: Shift deviation for training for 1st shift must be completed until they go to 2nd, normally max 90 days. Another deviation can be submitted if required. Steward can address if they feel it is being abused.

Q: 9.8 Is probationary period calendar or work days?

A: Calendar days.

Article 11: Vacation & Sick Leave

Q: If an employee is earning sick leave but only has a couple hours showing in the system and they have additional hrs that will roll by the end of the week, can they use it?

A: No, the employee can only clock the number of hours currently showing in the system to be paid.

Q: 11.4.b5 Can employees use vacation when they are sick and out of sick leave?

A: Yes, with managers approval, unless they have an active DM for attendance.

Q: 11.2 Is vacation and sick leave computed on years of service or seniority?

A: Vacation and sick leave is computed by seniority, retirement is computed by years of service.

Q: How are sick leave payouts taxed?

A: Yes, same as a bonus

Q: What is maximum vacation accumulation before automatic payout?

A: It is whatever employee carried over from the previous eligibility date.

Q: Can an employee be paid out vacation when they are not maxed?

A: Each employee may, upon written request, receive pay for up to five days of accrued and unused vacation each year upon the employee's service date. Employees who desire to receive this payment must notify payroll in writing within a 14-day window of their service date

Q: If there is a temporary layoff, will vacation and sick be automatically paid out?

A: No

Article 14: Miscellaneous

Q: Is there a High Performance Work Organization within Spirit that we can benchmark from?

A: Yes, contact the local union office, In-plant Rep or Labor Relations.

Q: 14.8 How will technology be communicated?

A: By joint communication between the union and the Company.

Article 16: Workforce

Q: 16.1 Is up or down pay considered a lateral?

A: No, a lateral is I-code to I-code

Q: 16.10 Emergency Classification(EC): Can EC be done for short term assignment, like one day?

A: Management has the right to assign work on a day to day basis as needed; however, when the assignment exceeds 90 days, the employee has rights to the downgrade position in the case of layoff.

Q: Are 787 loan-ins going to have rights to the jobs they are loaned into?

A: Only if they hold those jobs for longer than 90 days (only in the event of a layoff).

Q. Who gets laid off first of two employees with the same seniority date?

A. Lower last 4 digits of SSN gets laid off first.

Q. If an employee was a Team Leader and they were promoted to a management position, do they have rights to go back to their team lead position in the case of a layoff?

A: No

Q. 16.11 If a team lead is temporarily promoted to a manager role, do they have rights to go back to their team lead position once the temporary assignment ends?

A: Yes

Q: Is seniority lost if an employee moves to a salaried position (not including management)?

A: Yes. If an employee leaves the IAM bargaining unit, the day they return to the IAM bargaining unit will become their new seniority date. All previous seniority will be lost.

Q: If someone is working on a joint committee is it on company time?

A: Yes, the issues they will be addressing such as health care are a great cost and we all want to keep them moving forward.

Q: 16.4: If there is a temporary layoff, are they laid off by reverse seniority?

A: No, refer to article 16.4.